

Edinburgh's Employer Recruitment Incentives FACTSHEET

About the Fund

The **No One Left Behind Employer Recruitment Incentive** helps people of all ages with the greatest barriers to employment get jobs and stay in jobs. It is funded by the Scottish Government and administered by the City of Edinburgh Council.

We also operate a **Young Person's Employer Recruitment Incentive**, funded by the Scottish Government under the Young Person's Guarantee. This funding is to encourage employers to recruit young people aged 16 – 24 who have had their opportunities disrupted by the covid-19 pandemic.

These funds combined create **Edinburgh's Employer Recruitment Incentives (EERI)**.

Employers can apply for funding to help with the costs of recruiting and employing someone who fits the eligibility criteria for the fund. It can provide **up to £6000** for **newly created** jobs. Employers who are successful in applying to the fund receive the money direct.

Is the fund for my organisation?

Make sure you can say yes to all the points below before you read on.

- ✓ The job hasn't started yet.
- ✓ My new employee lives in Edinburgh.
- ✓ The new job starts between 1 April 2021 and 31 March 2022.
- ✓ The job has a part-time or full-time contract for 52 weeks or more.



Who can I employ?

You can employ someone who meets all four of the following criteria:

- ✓ is unemployed
- ✓ is aged between 16-67 years
- ✓ has the right to live and work in the UK
- ✓ lives in Edinburgh
- ✓ falls within two or more of the fund's eligible groups.

Some of the eligible groups are below, please view the full list on our website. We'll give priority to people who have one or more of the 5 barriers highlighted in blue:

- ✓ **Disabled and or D/deaf person (includes those experiencing mental health issues and those who have an impairment or long-term health condition)**
- ✓ **Care experienced young person**
- ✓ **Lone Parent**
- ✓ **A person with a conviction (including CPOs)**
- ✓ **A person aged over 50 years**
- ✓ Early leavers from the armed forces, veterans, and ex-forces personnel
- ✓ someone who's long-term unemployed
- ✓ a low skilled person (SCQF Level 4 qualification or below)
- ✓ People from Ethnic Minority backgrounds
- ✓ a refugee or migrant
- ✓ a person who is homeless or affected by housing exclusion
- ✓ someone with a substance related condition.

What can I use the fund for?

You can use the fund to help with the costs of recruiting and keeping a person in employment including an apprenticeship for up to 52 weeks. Costs may include:

- ✓ wages
- ✓ additional supervisory costs
- ✓ initial travel to work costs
- ✓ training
- ✓ specialist support designed to help a person sustain a post past 52 weeks
- ✓ other job-related costs.



How does the fund work?

We pay the fund directly to employers at staged intervals. It applies to new job starts between **1 April 2021** and **31 March 2022**.

New employees should start their employment by **31 March 2022**.

For a job to be eligible for funding it must:

- ✓ be a **new role** in the organisation, not a vacancy
- ✓ offer a **minimum of 52 weeks** employment
- ✓ guarantee a **minimum of 16 hours employment** each week
- ✓ pay **minimum wage rates** or higher
- ✓ pay a salary **greater than** funding received
- ✓ employees must have a contract of employment; i.e. **permanent contract**, a **fixed-term contract** for 52 weeks or more or a **fixed-term contract for the duration of the apprenticeship**. Companies who employ a person on zero-hour contracts will not be eligible
- ✓ employees must receive a **written contract** of employment **within two months** of starting.

What does the fund offer?

The fund offers an employer a tiered grant amount of up to £6,000 over a period of 52 weeks per employee. This is based on the hourly rate of pay and contracted hours for each employee as shown in this table:

A part-time job (16-24 contracted hours per week), paid at an hourly rate between National Minimum Wage and Real Living Wage rates	£2,000
A part-time job (16-24 contracted hours per week), paid at Real Living Wage rates or above	£4,000
A full-time job (25 or more contracted hours per week), paid between National Minimum Wage and Real Living Wage rates	£4,000
A full-time job (25 or more contracted hours per week), paid at Real Living Wage rates or above	£6,000

How to apply

You can download an [application pack](#) or [get more information](#) on our website www.edinburgh.gov.uk/employerincentive. Alternatively, you can contact us at:

Edinburgh's Employer Recruitment Incentives, The City of Edinburgh Council, Waverley Court, BC1.4, 4 East Market Street, Edinburgh EH8 8BG.

Email Wage.incentives@edinburgh.gov.uk

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